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ABSTRACT

Analyses of data from the 1996 Current Population Survey earnings microdata file examined demographic, earnings, and geographic characteristics of U.S. hired farmworkers. Approximately 906,000 persons aged 15 and older were employed as hired farmworkers each week in 1996, and an additional 72,000 persons were hired as farmworkers as a second job. Hired farmworkers were more likely than all U.S. wage and salary workers to be male, Hispanic, younger, less educated, never married, and non-U.S. citizens. A third reported less than a ninth-grade education, compared with less than four percent of all workers. Between 1990 and 1996, real median earnings increased four percent for hired farmworkers while decreasing four percent for all workers. The first section of this report covers demographic characteristics: gender, age, marital status, racial or ethnic group, citizenship status, education, unemployment, and secondary job holders. Other sections discuss part-time versus full-time employment, distribution of hired farmworkers by geographic region and type of agricultural establishment, and earnings characteristics. Educational attainment data are presented for hired farmworkers; all wage and salary workers; non-citizens; gender and racial/ethnic groups of hired farmworkers; hired farmworkers and all workers by employment status; and hired farmworkers by geographic region and by type of agricultural establishment. Appendices present data on demographic and earnings trends, 1990-96. (Contains 11 references, a glossary,19 tables and 5 figures.) (SV)

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Abstract

Approximately 906,000 persons 15 years of age and older were employed as hired farmworkers each week in 1996. An additional 72,000 persons were hired as farmworkers each week as a secondary job. Hired farmworkers were more likely than all U.S. wage and salary workers to be male, Hispanic, younger, less educated, never married, and non-U.S. citizens. Hired farmworkers' real median earnings increased 4 percent between 1990 and 1996; real median weekly earnings for all wage and salary workers decreased about 4 percent. This report examines demographic and employment characteristics of hired farmworkers, using data from the 1996 Current Population Survey (CPS) earnings microdata file.

Keywords: Hired farmworkers, annual averages, demographic characteristics, hours worked, median weekly hours.

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Summary

Hired farmworkers continue to experience lower wages and higher unemployment than all wage and salary workers.

In 1996, the median weekly earnings of hired farmworkers was $250, an increase of 25 percent (4 percent when adjusted for inflation) from 1990. During the same time period, median weekly earnings for the average U.S. wage and salary workers rose 15 percent (a 4-percent decrease in real terms).

Unemployment among hired farmworkers was about 11.5 percent in 1996, compared with 5.4 percent for all wage and salary workers. Unemployed farmworkers accounted for 2 percent of all U.S. unemployment that year.

Approximately 906,000 people 15 years and older were hired as farmworkers as their primary job each week in 1996. These workers were more likely than all wage and salary workers to be male, Hispanic, younger, less educated, never married, and non-U.S. citizens. A third reported less than a ninth-grade education, compared with less than 4 percent of all wage and salary workers.

About 72,000 people were employed as farmworkers for their secondary job each week.

More than 22 percent of the hired farm workforce was employed part-time (less than 35 hours a week) in 1996. These part-time workers were more likely than full-time laborers to be female, white, younger, and never married.

In 1996, 69 percent of hired farmworkers were employed in the West and the South. Only 7 percent worked in the Northeast. The Northeast and the Midwest reported a higher percentage of white and lower percentage of Hispanic laborers, the West had more Hispanic workers, and the South reported more black and "other" farmworkers than other regions.

Over a fourth (28 percent) of farmworkers were foreigners, most of whom were Hispanic. Thirty-six percent of hired farmworkers were Hispanic, meaning that as many as three-fourths of Hispanic farmworkers were non-U.S. citizens.

In the West, a greater percentage of farmworkers were employed in crop production than was the case in other regions; the Midwest reported a greater percentage in livestock production.

Median weekly earnings were lower in the Northeast and Midwest.

Data used for this analysis were taken from the 1996 Current Population Survey earnings microdata file.

Profile of Hired Farmworkers, 1996 Annual Averages

Jack Runyan

Introduction

Hired farmworkers, a small part of U.S. wage and salary workers (less than 1 percent in 1996), make an important contribution to agricultural production, accounting for about 30 percent of all farmworkers.[1] Hired farmworkers help provide labor during critical production periods. Some hired farmworkers migrate from production area to production area during several months of the year, others work locally only during harvesting season, and some work full time for a single employer. Although important to agriculture, hired farmworkers continue to be one of the most economically disadvantaged groups in the United States, experiencing low wages, seasonal employment, weak attachment to the labor force, and limited participation in the nonfarm labor market (Oliveira, 1992, and U.S. Department of Labor, 1991).

During the 1990's, the U.S. House of Representatives has held several hearings on a broad range of concerns related to the living and working conditions of hired farmworkers. Testimony at the hearings presented the need for accurate, comprehensive data on farmworkers to assess their socioeconomic status and to determine how best to improve their situation (Delfico, 1991). Congress has considered major legislation to improve farmworker living and working conditions, including proposals related to immigration, temporary foreign worker programs in agriculture, and an increase in the minimum wage (legislation was enacted to raise the minimum wage to $5.15 on September 1, 1997). Basic information on the patterns of farm labor use and the demographic and employment characteristics of hired farmworkers help inform the policy debate about the effects of changing legislation. Currently, no one source of data provides the necessary details to help us understand issues related to changes in the supply, demand, wages, earnings, employee benefits, and characteristics of farmworkers on both local and national levels (Oliveira and Whitener, 1995).

The Data

This report uses data from the Current Population Survey (CPS) earnings microdata file (see box) to examine demographic, earning, and geographic characteristics of hired farmworkers. Comparisons in the text are based on statistical tests with a confidence level of 95 percent or higher.

The CPS information is based on 12 months of data, with each month's data representing the number of individuals hired for farmwork during a 1-week period during that month. Annual averages were computed by summing the estimates across all months and dividing by 12. The annual average represents the average number of individuals employed at hired farmwork per week, not the total number of individuals employed.[2]

The CPS was redesigned in 1994, affecting "virtually every aspect of the survey, including the questionnaire, data collection methods, and the processing system" (*Monthly Labor Review*, 1993). As a result, data for 1994 and later years are not directly comparable with data for 1993 and earlier. A detailed description of the reasons for redesigning the CPS and the potential changes and benefits are presented in Bregger and Dippo, 1993, Polivka and Rothgeb, 1993, and Bowie, Cahoon, and Martin, 1993.

[1] In times of peak labor use (July), hired workers account for about 33 percent of farm workers, and in off-peak times they account for about 28 percent. Farm operators and unpaid workers account for the other 70 percent (*Farm Labor*, U.S. Department of Agriculture, 1996).

[2] For example, if each month a different worker works on a farm, the total number of workers who worked on that farm during the year is 12, while the average number of workers employed during the year is 1.

About the Data

Current Population Survey: The Current Population Survey (CPS), conducted by the Bureau of the Census, collects information on demographic, social, and economic characteristics of the employed, unemployed, and persons not in the labor force. It is the primary source of monthly estimates of total employment and unemployment in the United States. The CPS is based on a probability sample of households, designed to represent the U.S. civilian, noninstitutional population. (Participation in the survey is voluntary, and there are no penalties for not answering questions.)

Each month, about 50,000 households are sampled in all 50 States and the District of Columbia. Once a household is selected, it is interviewed for 4 consecutive months, dropped from the survey for 8 months, then interviewed for a final 4 months. Approximately one quarter of the sample is changed monthly. This survey design provides for about three-quarters of the selected households to be interviewed the following month, and about one-half to be interviewed the next year. In this way, the Census Bureau can obtain month-to-month and year-to-year comparisons with minimal inconvenience to any one household. During monthly visits, trained enumerators complete a questionnaire for each household member age 15 and older. Questions focus on each household member's labor force activity during the survey week, the calendar week containing the 12th day of the month. Information from this sample of households is expanded to provide national-level estimates.

CPS earnings microdata file: Each month, workers in about one-quarter of the CPS households (those in either their fourth or eighth month in the sample) are asked additional questions about weekly hours worked and earnings. The 1996 CPS earnings microdata file used in this report consists of all records from the monthly quarter-samples of CPS households that were asked the additional questions during 1996. The data file contained information on almost 430,000 people, including over 1,290 who were employed as hired farmworkers. Data comparisons in the analysis are based on differences that are significant at the 95-percent or higher confidence level.

Limitations: The CPS classifies employed persons according to the job at which they worked the greatest number of hours during the survey week. As a result, hired farmworkers who spent more time during the survey week at their nonfarm job than at their farm job would not be included in the primary employment count as hired farmworkers. These workers would be counted in 1996 as having hired farmwork as their secondary employment.

The CPS may undercount Hispanics in the hired farm workforce. Because the CPS is based on a survey of households, it may undercount farmworkers living in nontraditional living quarters, many of whom are likely to be Hispanic. In addition, undocumented foreign farmworkers may, because of their illegal status, avoid survey enumerators.

For more information on the survey and its data see the U.S. Department of Labor's *Employment and Earnings*.

Demographic Characteristics of 1996 Hired Farmworkers

An average of over 112 million persons ages 15 and older were employed per week at wage and salary jobs in the United States in 1996 (table 1).[3] Of these, 906,000 persons (less than 1 percent) identified hired farmwork (that is, farmwork for cash wages or salary) as their primary employment. Hired farmworkers include people paid to manage farms for employers, supervisors of farmworkers, and farm and nursery workers. The group includes those hired directly by the farmer, as well as those employed by farm labor contractors.

The annual average number of people working per week as hired farmworkers decreased from 1990 through 1994, and then increased (figure 1 and appendix table 1). Meanwhile, the average number of all wage and salary workers (all employed people including hired farmworkers) per week decreased between 1990 and 1991, and then began increasing (figure 2 and appendix table 2).

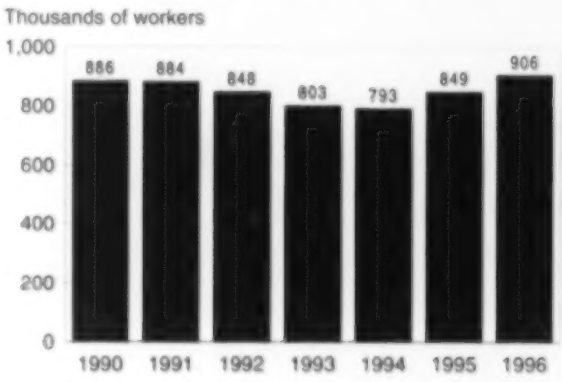
Although the number of employed hired farmworkers changes, the workers' basic characteristics have remained unchanged. Hired farmworkers tend to be younger and less educated than all wage and salary workers and are more likely to be male, Hispanic, and never married. Demographic information on hired farmworkers and all wage and salary workers is shown in appendix tables 1 and 2, respectively.

Gender, Age, and Marital Status

Males accounted for about 84 percent of hired farmworkers and about 52 percent of all wage and salary workers in 1996 (table 1). These percentages have remained constant in recent years (appendix tables 1 and 2).

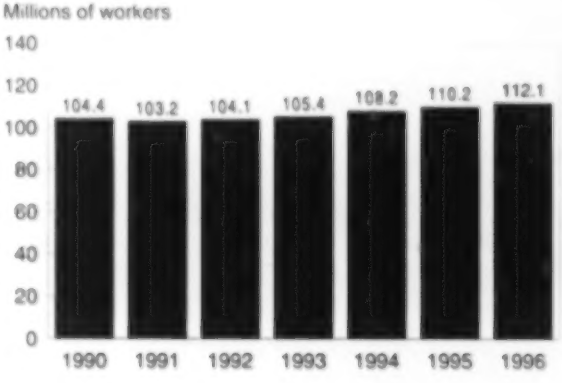
Hired farmworkers were younger than all wage and salary workers in 1996, as they have been throughout the 1990's (appendix tables 1 and 2). Slightly over 17 percent of hired farmworkers were less than 20 years old, compared with only 6 percent of all wage and salary workers (table 1). About half (52 percent) of hired farmworkers were under 35 years of age and about 28 percent were less than 25 years old (table 1). In comparison, 43 percent of all wage and salary workers were under 35 years old and 17 percent were under 25 years old (table 1). Hired farmworkers' youth may have contributed to both a larger percentage of never-married hired farmworkers (36 percent) than all wage and salary workers (28 percent) and a larger percentage of all wage and salary workers (15 percent) than hired farmworkers (8 percent) that were widowed, divorced, or separated (table 1).

Figure 1
Annual average number of hired farmworkers, 15 years and older, employed per week



Source: Calculated by ERS using data from the Current Population Survey earnings microdata file.

Figure 2
Annual average number of all wage and salary workers, 15 years and older, employed per week



Source: Calculated by ERS using data from the Current Population Survey earnings microdata file.

[3] Wage and salary workers are synonymous with employed persons, as defined in the Glossary.

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Table 1—Demographic characteristics of hired farmworkers and all wage and salary workers, 1996

Characteristics	Annual averages			
	Hired farmworkers		All wage and salary workers	
	Thousands	*Percent*	*Thousands*	*Percent*
All	906	100	112,142	100
Gender:				
Male	763	84.2	58,531	52.2
Female	143	15.8	53,611	47.8
Racial/ethnic group:				
White	534	58.9	84,161	75.0
Hispanic	326	36.0	10,809	9.7
Black and "other"	46	5.1	17,172	15.3
Age (years):				
Less than 20	155	17.1	6,754	6.0
20-24	98	10.8	11,727	10.5
25-34	218	24.1	29,522	26.3
35-44	199	21.9	30,558	27.2
45-54	123	13.6	21,582	19.2
55 and older	113	12.5	12,000	10.7
Median age	34		37	
Marital status:				
Married	510	56.3	64,769	58.0
Widowed, divorced, or separated	74	8.1	16,217	14.5
Never married	322	35.6	31,156	27.5
Schooling completed:[1]				
0-4 years	119	13.1	818	0.7
5-8 years	181	19.9	3,192	2.9
9-11 years	219	24.2	11,974	9.9
12 years	230	25.4	36,262	32.3
13 or more years	167	17.4	60,796	54.2

[1]Educational attainment levels, beginning January 1992, were revised to reflect degrees or diplomas received rather than years of school completed.

Note: Data for 1994 and later years are not directly comparable with data for 1993 and earlier years because of changes in survey design.

Source: Calculated by ERS using data from the Current Population Survey earnings microdata file.

Racial/Ethnic Group

Hired farmworkers were over one-third (36 percent) Hispanic in 1996, compared with about one-tenth of the total wage and salary work force (table 1). However, according to the survey results, between 1994 and 1996 the percentage of hired farmworkers who were Hispanic decreased while the percentage of all wage and salary workers who were Hispanic remained unchanged (appendix tables 1 and 2).

Both the number and percentage of white hired farmworkers increased from 406,000 (51 percent) to 534,000 (59 percent) during this period. During the same period, the number of Hispanic, and black and "other" hired farmworkers did not change significantly, but the percentage of Hispanic hired farmworkers decreased from about 42 percent to 36 percent (appendix table 1).

Table 2—Citizenship status of hired farmworkers and all wage and salary workers, 1996

Citizenship status	Annual averages: Hired farmworkers	Annual averages: All wage and salary workers
	Thousands	
Total	906	112,142
	Percent	
Total	100	100
Native, born in the United States	67.3	87.9
Native, born in Puerto Rico or U.S. outlying area	0.3	0.5
Native, born abroad of American parent(s)	1.2	1.0
Foreign born, U.S. citizen by naturalization	2.8	3.6
Foreign born, not a U.S. citizen	28.4	7.0

Source: Calculated by ERS using data from the Current Population Survey earnings microdata file.

Table 3—Foreign-born workers who were not citizens of the United States: Gender, race, age, and education characteristics, 1996

Characteristic	Annual averages: Hired farmworkers	Annual averages: All wage and salary workers
	Thousands	
Total	257	7,863
	Percent	
Total	100	100
Gender:		
Male	88.0	61.3
Female	12.0	38.7
Race/ethnic:		
White	0.5	18.8
Hispanic	97.8	53.9
Black and other	1.7	27.3
Age (years):		
Less than 20	2.7	3.9
20-24	14.5	12.5
25-34	34.3	35.6
35-44	25.7	27.2
45-54	16.1	14.0
55 and older	6.7	6.8
Schooling completed:[1]		
0-4 years	39.0	7.2
5-8 years	39.5	17.5
9-11 years	12.4	14.8
12 years	6.1	23.8
13 years and more	3.0	36.7

[1] Education attainment levels, beginning January 1992, were revised to reflect degrees or diplomas received rather than years of school completed.
Source: Calculated by ERS using data from the Current Population Survey earnings microdata file.

Citizenship Status

About 67 percent of hired farmworkers were born in the United States and 28 percent were foreign born and were not U.S. citizens (table 2). In comparison, 88 percent of all wage and salary workers were native born and 7 percent were foreign born and not U.S. citizens (table 2). Most hired farmworkers (98 percent) and more than half of all wage and salary workers who were foreign born and not U.S. citizens were Hispanic (table 3). About three-fourths of Hispanic hired farmworkers were not U.S. citizens.

The number of hired farmworkers who were native-born citizens increased from 499,000 in 1994 to 525,000 in 1995, and to 610,000 in 1996.[4] However, native-born citizens as a percentage of total workers increased only between 1995 (62 percent) and 1996 (67 percent). The number of noncitizen hired farmworkers decreased from 310,000 in 1995 to 257,000 in 1996.[4] As a percent of total hired farmworkers, noncitizens decreased from 1994 (36 percent) to 1995 (34 percent) to 1996 (28 percent).

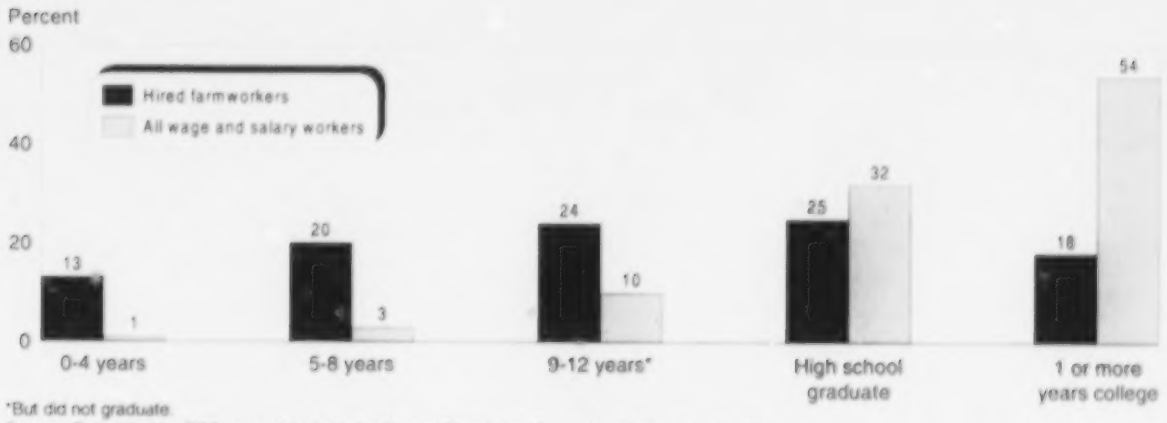
Noncitizen hired farmworkers were employed in crop production (70 percent), livestock production (18 percent), and other agriculture (13 percent). The distribution of noncitizen hired farmworkers among the industries did not differ from 1994 to 1996.

Education

Hired farmworkers tend to be less educated than other workers. One-third of hired farmworkers had less than a ninth-grade education in 1996, compared with less than 4 percent of all wage and salary workers (table 1 and figure 3). Over half (57 percent) of hired farmworkers had not completed high school compared with 14 percent of all wage and salary workers (table 1 and figure 3). Percentages for hired farmworkers

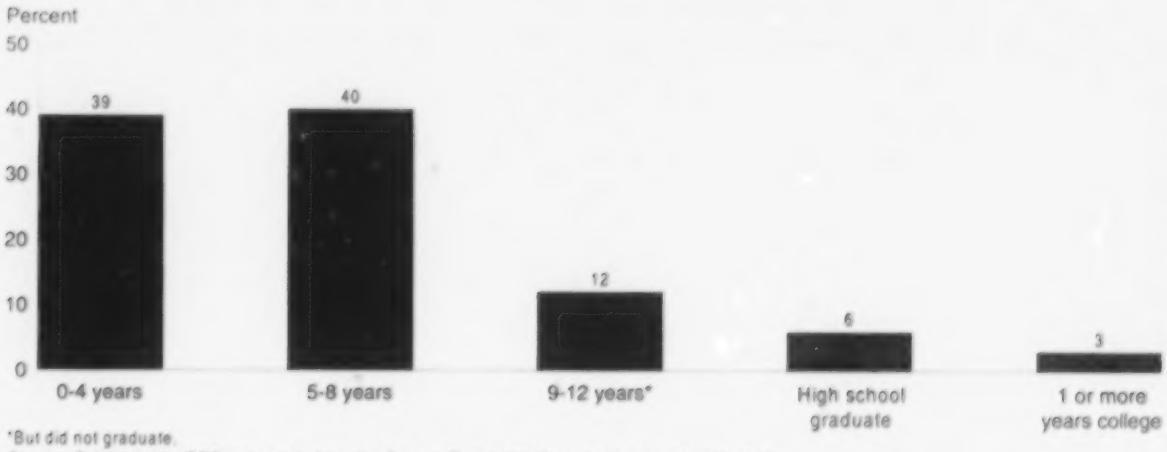
[4] Calculated by ERS using data from the Current Population Survey earnings microdata file.

Figure 3
Distribution of hired farmworkers and all wage and salary workers by highest completed education level, 1996



*But did not graduate.
Source: Calculated by ERS using data from the Current Population Survey earnings microdata file.

Figure 4
Distribution of noncitizen hired farmworkers by highest completed education level, 1996



*But did not graduate.
Source: Calculated by ERS using data from the Current Population Survey earnings microdata file.

have not changed significantly since 1992, while educational attainment for all wage and salary workers has increased (appendix tables 1 and 2). These data indicate that most hired farmworkers lack the literacy skills needed in a complex technological society (U.S. Department of Labor, 1991).

Hired farmworkers' educational attainment did not vary significantly by gender, but did vary significantly by racial/ethnic group (table 4). Almost 89 percent of Hispanic hired farmworkers had attained less than a high school education, and about 34 percent had no schooling beyond fourth grade in 1996, compared with 38 and 1 percent, respectively, of white hired farmworkers.

Almost 40 percent of the noncitizen hired farmworkers, who are disproportionally Hispanic, completed less than 5 years of education and over 90 percent had not graduated from high school (figure 4). Educational levels of noncitizen hired farmworkers and wage and salary workers were significantly lower than the averages for all hired farmworkers and all wage and salary workers.

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Table 4—Education completed by hired farmworkers, by gender and racial/ethnic group, 1996[1]

Years of education completed	Annual averages				
	Male	Female	White	Hispanic	Black and "other"
			Thousands		
Total	763	143	534	326	46
			Percent		
Total	100.0	100.0	100.0	100 .0	100.0
0-4	13.5	11.2	0.7	34.4	—[2]
5-8	20.2	18.4	8.2	39.7	—
9-11	24.9	20.1	29.2	14.8	—
12	24.8	29.0	35.0	8.5	—
13 or more	16.6	21.3	26.9	2.6	—

[1] Educational attainment levels, beginning January 1992, were revised to reflect degrees or diplomas received rather than years of school completed. Therefore, to be included under "12 years of education completed," a diploma, GED, or equivalent degree must have been granted.

[2] Percentages not shown where base is less than 50,000.

Note: Data for 1994 and later years are not directly comparable with data for 1993 and earlier years because of changes in survey design.

Source: Calculated by ERS using data from the Current Population Survey earnings microdata file.

Unemployment

Unemployed hired farmworkers accounted for almost 2 percent of all unemployed in 1996. A weekly average of 118,000 people (11.5 percent) of the hired farm labor force (last job was hired farmwork) and 6,386,000 people (5.4 percent) in the entire wage and salary labor force were unemployed in 1996 (table 5). Unemployment in the hired farm labor force remained stable in 1994-96 (12.4 to 11.5 percent) while unemployment among all wage and salary workers declined significantly (from 6.1 percent to 5.4 percent). However, the unemployment percentage for hired farmworkers fluctuated more during 1996 (4.15 percent in October to 23.23 percent in March) than for all wage and salary workers (4.82 percent in October to 6.38 percent in January).

Compared with all unemployed wage and salary workers, the unemployed hired farmworkers were more likely to be male, Hispanic, married, less educated, and foreign citizens (table 5). With the exception of marital status, these differences reflect the overall makeup of hired farmworkers and all wage and salary workers.

Unemployed, compared with employed, farmworkers were more likely to be female, Hispanic, black and "other," less educated, and foreign citizens (tables 1, 2, and 5). About 57 percent of all unemployed hired farmworkers were in the West; that number is significantly greater than the 38 percent of all hired farmworkers in that region.

A higher percentage of unemployed in the hired farm labor force than among wage and salary workers gave "job loser/on layoff" and "temporary job ended" as reasons for unemployment (table 6). Given the seasonal nature of hired farmwork, these findings are not surprising.

Secondary Job Holders

Secondary job holders are workers who held more than one job during the reference week. The job at which the worker spent the most hours was the primary occupation and the job with the next greatest number of work hours was the secondary job.

About 72,000 people who had primary jobs as other than hired farmworkers had secondary jobs as hired farmworkers in 1996 (table 7).[5] These workers were more likely than all hired farmworkers to be female, white, and better educated. According to the survey results, all who listed hired farmwork as their secondary employment were employed in other agricultural establishments. Over half (51 percent) of secondary job holders lived in the Midwest, and almost all (98 percent) were U.S. natives.

[5] Employed people who had either two or more jobs as wage and salary work; were self-employed and also held a wage and salary job; or worked as an unpaid family worker and also held a wage and salary job and reported hired farmwork as their secondary job.

Table 5—Demographic characteristics of the unemployed, 1996

Characteristics	Annual averages			
	Hired farmworkers		All wage and salary workers	
	Thousands	*Percent*	*Thousands*	*Percent*
Total	118	100	6,386	100
Gender:				
Male	91	77.5	2,424	53.6
Female	27	22.5	2,962	46.4
Racial/ethnic group:				
White	29	24.9	3,807	59.6
Hispanic	71	60.1	953	14.9
Black and "other"	18	15.0	1,626	25.5
Age (years):				
Less than 20	20	17.2	919	14.4
20-24	13	11.1	1,148	18.0
25-34	34	29.0	1,653	25.9
35-44	25	21.0	1,385	21.6
45-54	16	13.5	804	12.6
55 and older	10	8.2	477	7.5
Median age	31		31	
Marital status:				
Married	67	56.7	2,394	37.5
Widowed, divorced, or separated	8	7.0	1,076	16.8
Never married	43	36.3	2,916	45.7
Schooling completed:[1]				
0-4 years	30	25.1	84	1.3
5-8 years	33	28.1	3,29	5.3
9-11 years	29	24.2	1,438	22.5
12 years	17	14.8	2,283	35.8
13 years or more	9	7.8	2,241	35.1
Citizenship status:				
Native, born in the U.S.	48	40.8	5415	84.8
Native, born in Puerto Rico or U.S. outlying area	0	0	41	0.6
Native, born abroad of American parent(s)	0	0	64	1.0
Foreign born, U.S. citizen by naturalization	5	4.4	208	3.3
Foreign born, not U.S. citizen	65	54.8	658	10.3

[1] Educational attainment levels, beginning January 1992, were revised to reflect degrees or diplomas received rather than years of school completed. Therefore, to be included under "12 years of education completed," a diploma, GED, or equivalent degree must have been granted.

Source: Calculated by ERS using data from the Current Population Survey earnings microdata file.

Table 6—Reasons for unemployment and duration of unemployment, 1996

Item	Hired farmworkers		All wage and salary workers	
	Thousands	*Percent*	*Thousands*	*Percent*
Reasons for unemployment:				
Job loser/on layoff	55	46.7	1,039	16.3
Other job loser	7	6.2	1,581	24.8
Temporary job ended	23	19.6	640	10.0
Job leaver	1	0.6	748	11.7
Re-entrant	32	26.9	2,378	37.2
Duration of unemployment:				
Less than 4 months	31	26.5	1,752	27.4
4-6 months	16	13.2	967	15.1
7-9 months	17	14.4	746	11.7
10-12 months	11	9.3	529	8.3
13 months and over	43	36.6	2,391	37.4
Median (months)	9		8	

Source: Calculated by ERS using data from the Current Population Survey earnings microdata file.

Table 7—Demographic characteristics of individuals reporting hired farmwork as their secondary job, 1996[1]

Characteristics	Annual average	
	Thousands	*Percent*
Total	72	100
Gender:		
Male	51	71
Female	21	29
Racial/ethnic group:		
White	69	96
Hispanic	0	0
Black and other	3	4
Age (years):		
Less than 20	14	20
20-24	7	9
25-34	19	27
35-44	18	25
45-54	10	14
55 and older	4	5
Median age	35	
Schooling completed:[2]		
0-4 years	0	0
5-8 years	3	3
9-11 years	12	17
12 years	33	46
13 years or more	24	34

[1] Employed people who had either two or more jobs as a wage and salary worker, were self-employed and also held a wage and salary job, or worked as an unpaid family worker and also held a wage and salary job and reported hired farmwork as their secondary job.

[2] Educational attainment levels, beginning January 1992, were revised to reflect degrees or diplomas received rather than years of school completed. Therefore, to be included under "12 years of education completed," a diploma, GED, or equivalent degree must have been granted.

Source: Calculated by ERS using data from the Current Population Survey earnings microdata file.

Table 8—Demographic characteristics of part-time (less than 35 hours per week) and full-time hired farmworkers and all wage and salary workers, 1996

Characteristics	Annual averages							
	Hired farmworkers				All wage and salary workers			
	Part-time		Full-time		Part-time		Full-time	
	Thousands	*Percent*	*Thousands*	*Percent*	*Thousands*	*Percent*	*Thousands*	*Percent*
Total	202	100	703	100	21,193	100	90,949	100
Gender:								
Male	142	70.5	620	88.2	6,617	31.2	51,913	57.1
Female	60	29.5	83	11.8	14,576	68.8	39,036	42.9
Racial/ethnic:								
White	167	82.6	366	52.1	16,649	78.6	67,512	74.2
Hispanic	26	12.9	300	42.7	1,725	8.1	9,084	10.0
Black and other	9	4.5	37	5.3	2,819	13.3	14,353	15.8
Age (years):								
Less than 20	46	30.2	56	7.9	4,809	22.7	1,944	2.1
20-24	29	19.3	79	11.2	3,356	15.8	8,371	9.2
25-34	30	19.7	201	28.6	3,761	17.7	25,760	28.3
35-44	18	11.9	180	25.6	3,776	17.8	26,782	29.4
45-54	10	6.5	105	14.9	2,407	11.4	19,175	21.1
55 and older	18	12.4	82	11.7	3,083	14.5	8,917	9.8
Median age	20		35		31		38	
Marital status:								
Married	60	29.7	450	63.9	9,458	44.6	55,311	60.8
Widowed, divorced, or separated	14	6.7	60	8.6	2,345	11.1	13,872	15.3
Never married	128	63.6	194	27.5	9,390	44.3	21,766	23.9
Schooling completed:[1]								
0-4 years	14	6.9	105	15.0	145	0.7	673	0.7
5-8 years	30	15.0	150	21.3	695	3.3	2,496	2.7
9-11 years	88	43.4	131	18.6	4,404	20.7	6,669	7.3
12 years	38	19.1	192	27.2	5,861	27.7	30,401	33.4
13 years or more	32	15.6	126	17.9	10,088	47.6	50,710	55.8

[1] Educational attainment levels, beginning January 1992, were revised to reflect degrees or diplomas received rather than years of school completed. Therefore, to be included under "12 years of education completed," a diploma, GED, or equivalent degree must have been granted.

Source: Calculated by ERS using data from the Current Population Survey earnings microdata file.

Part- and Full-Time Workers

About 22 percent (202,000) of hired farmworkers and about 19 percent (21,193,000) of all wage and salary workers were employed part time (less than 35 hours per week) in 1996 (table 8).[6] Part-time hired farmworkers were more likely than full-time hired farmworkers to be female, white, younger (24 years and under), and never married (table 8). The percentage of full-time hired farmworkers that had completed either less than 5 years of education or a total of 12 years of education was significantly larger than the percentages of part-time hired farmworkers with the same education levels. A significantly larger percentage of part-time than full-time hired farmworkers completed 9 to 11 years of education.

Survey enumerators asked part-time workers whether or not they worked part time voluntarily. These choices were classified either as noneconomic if they voluntarily worked part time or as economic if they involuntarily worked part time.[7]

The largest percentage of both part-time hired farmworkers and part-time wage and salary workers gave "school/training" and "other family/personal obligations" as the major noneconomic reason for working part time (table 9). Significantly more hired farmworkers gave "school/training" as the reason, not surprising since a greater share of them are less than 20 years old. The seasonal nature of farmwork frequently accommodates the irregular employment needs of students.

Among part-time workers who worked part time for economic reasons, most of the hired farmworkers gave "slack work/business conditions" as the reason for working part time, whereas most of the wage and salary workers gave "could only find part-time work" as the reason for working part time (table 10). Significantly more part-time wage and salary workers than hired farmworkers gave "could only find part-time work" and "other family/personal obligations" as reasons for working part time when they wanted full-time work.

[6] Part-time and full-time distinctions do not imply seasonality, since the data do not measure the number of weeks worked during the year.

[7] Individuals who usually work part time must also indicate that they want and are available to work full time to be classified as part time for economic reasons.

Table 9—Reasons why part-time workers want to work part time, 1996

Reasons	Annual averages: Hired farmworkers	Annual averages: All wage and salary workers
	Thousands	
Total workers[1]	123	13,214
	Percent	
Child care problems	2.9	4.4
Other family/personal obligations	11.4	28.1
Health/medical limitations	4.6	3.4
School/training	63.1	43.7
Retired/Social Security limit on earings	9.6	10.2
Full-time workweek less than 35 hours	2.4	2.8
Other	6.0	7.3

[1] Those working part time by choice.

Source: Calculated by ERS using data from the Current Population Survey earnings microdata file.

Table 10—Reasons why workers who want to work full time are working part time, 1996

Reasons	Annual averages: Hired farmworkers	Annual averages: All wage and salary workers
	Thousands	
Total workers	47	4,402
	Percent	
Slack work/business conditions	41.3	26.2
Could only find part-time work	18.7	40.1
Seasonal work	9.3	0.9
Child care problems	4.6	2.2
Other family/personal obligations	1.6	6.9
Health/medical limitations	1.1	2.2
School/training	17.9	10.9
Retired/Social Security limit on earnings	0.3	05
Full-time workweek is less than 35 hours	NA	3.7
Other	5.3	6.4

NA=Not available.

Source: Calculated by ERS using data from the Current Population Survey earnings microdata file.

Geographic Distribution of Hired Farmworkers

Demand for hired farmworkers varies by type of crop and livestock, length of growing and harvesting seasons, extent of mechanization, and scale of production. As a result, the number of hired farmworkers varied significantly among the census regions in 1996 (table 11). The West had more hired farmworkers (344,000) than the other regions; the Northeast had the fewest (65,000).

During the 1990's, patterns of employment have varied by region. The number of hired farmworkers in the Northeast and South has remained stable while the number of hired farmworkers in the Midwest and West has fluctuated. Employment in the Midwest in 1994 was significantly lower than in 1990, 1991, 1992, and 1996, and the number in 1996 was significantly higher than in 1995. Employment in the West in 1995 and 1996 was significantly higher than in 1992, 1993, and 1994.

The demographic characteristics of hired farmworkers vary by region (table 12). More females were reported in the hired farm workforce in the Northeast than in the West. There was a large percentage of white laborers in the hired farm workforce in the Northeast and Midwest than in the West. Hispanic workers accounted for more of the hired farmworkers in the West than in the Northeast and Midwest. In the South, there were more black and "other" workers in the hired farm workforce than in other regions. Hired farmworkers in the Midwest were younger, and those in the West were older. A larger percentage of western workers had lower education levels, probably a reflection of the local hired farm workforce, which was almost two-thirds Hispanic.

In the West, more hired farmworkers were employed in crop production and less in livestock production than in the other regions. A significantly higher percentage of hired farmworkers in the Northeast and Midwest had average weekly earnings of less than $100 per week, and the Midwest had a significantly lower percentage earning $600 and over per week than in other regions.

Table 11—Number of hired farmworkers by region, 1990 to 1996

Region	Annual averages													
	1990	1991	1992	1993	1994[1]	1995	1996	1990	1991	1992	1993	1994	1995[1]	1996
	Thousands							*Percent*						
Total	886	884	848	803	792	849	906	100	100	100	100	100	100	100
Northeast	62	54	52	49	47	60	65	6.9	6.1	6.1	6.1	6.0	7.1	7.2
South	315	328	320	301	312	274	280	35.6	37.1	37.8	37.5	39.4	32.3	30.9
Midwest	214	206	201	172	146	170	217	24.1	23.3	23.7	21.4	18.4	20.0	23.9
West	295	296	275	281	287	345	344	33.4	33.5	32.4	35.0	36.2	40.6	38.0

Note: Data for 1994 and later years are not directly comparable with data for 1993 and earlier years because of changes to survey design.

[1]Revised.

Source: Calculated by ERS using data from the Current Population Survey earnings microdata file.

Table 12—Demographic and earnings characteristics of hired farmworkers by census region, 1996

Characteristics	Annual averages			
	Northeast	South	Midwest	West
		Thousands		
Total	65	280	217	344
		Percent		
Gender:				
Male	71.9	85.1	84.3	85.8
Female	28.1	14.9	15.7	14.2
Racial/ethnic group:				
White	92.3	53.5	96.5	33.2
Hispanic	7.1	35.0	2.6	63.3
Black and other	0.6	11.5	0.9	3.4
Age (years):				
Less than 20	28.2	13.4	34.0	7.4
20-24	9.1	9.9	10.5	12.0
25-34	13.8	22.3	20.3	29.8
35-44	24.4	22.0	15.1	25.7
45-54	6.2	18.7	10.9	12.5
55 and older	18.3	13.7	9.2	12.6
Median age	32	36	27	35
Schooling completed:[1]				
0-4 years	0.5	12.0	0.6	24.4
5-8 years	10.9	18.8	11.0	28.2
9-11 years	30.7	27.8	30.0	16.2
12 years	44.9	26.0	35.6	14.9
13 years or more	13.0	15.4	22.8	16.3
Establishment:				
Crop production	42.2	47.4	28.3	66.6
Livestock production	51.4	43.3	66.0	20.8
Other establishments[2]	6.4	9.3	5.7	12.6
Weekly earnings:				
Less than $100	20.3	13.4	23.9	7.7
$100-$199	22.4	17.8	19.4	14.8
$200-$299	24.2	35.8	21.4	38.6
$300-$399	17.6	14.5	14.2	16.0
$400-$499	5.5	8.8	12.7	11.3
$500-$599	1.8	3.5	3.3	4.7
$600 and over	8.2	6.2	4.9	6.9
Median weekly earnings	$225	$240	$225	$260

[1] Educational attainment levels, beginning January 1992, were revised to reflect degrees or diplomas received rather than years of school completed. Therefore, to be included under "12 years of education completed," a diploma, GED, or equivalent degree must have been granted.

[2] Other establishments include agricultural services, forestry, fishing, hunting, trapping, landscape and horticultural services, and other agriculture-related establishments.

Note: Data for 1994 and later years are not directly comparable with data for 1993 and earlier years because of changes in survey design.

Source: Calculated by ERS using data from the Current Population Survey earnings microdata file.

Distribution of Hired Farmworkers by Establishment

In 1996, about 50 percent of hired farmworkers were employed in crop production, 40 percent in livestock production, and 10 percent in other agricultural establishments (table 13). Throughout the 1990's, the portion of the hired farm workforce employed in crop, livestock, and other establishments has remained fairly constant.

With the exception of gender, the demographic characteristics of workers differed among establishment types (table 14). Livestock production had a higher share of white workers and a lower share of Hispanic and black and "other" workers than crop production and "other establishments." Livestock production also had a higher percentage of workers who were less than 20 years old and a lower percentage who were 55 years and older than did crop production. Livestock workers had completed more years of education than had crop workers.

In the South, more workers were employed in livestock production than in crop production. In the Midwest, more workers were employed in livestock production than in crop production and "other establishments," probably in part because of the greater importance of dairying in that region. Fewer workers in the West were employed in livestock production than in crop production and "other establishments," reflecting the importance of horticultural crops in that region.

Table 13—Number of hired farmworkers by establishment, 1990 to 1996

Establishment	Annual averages													
	1990	1991	1992	1993	1994[1]	1995	1996	1990	1991	1992	1993	1994[1]	1995	1996
	Thousands							*Percent*						
Total	886	884	848	803	792	849	906	100	100	100	100	100	100	100
Crop production	419	449	409	436	411	433	451	47.3	50.7	48.2	54.3	51.8	51.0	49.8
Livestock production	390	363	364	313	315	345	369	44.0	41.0	42.9	39.0	39.8	40.6	40.7
Other establishments[2]	77	72	75	54	66	71	86	8.7	8.2	8.9	6.7	8.4	8.4	9.5

[1] Revised.

[2] Other establishments include agricultural services, forestry, fishing, hunting, trapping, landscape and horticultural services, and other agriculture-related establishments.

Note: Data for 1994 and later years are not directly comparable with data for 1993 and earlier years because of changes to survey design.

Source: Calculated by ERS using data from the Current Population Survey earnings microdata file.

Table 14—Demographic and earnings characteristics of hired farmworkers by establishment, 1996

Characteristics	Annual averages: Crop production	Livestock production	Other establishments[1]
		Thousands	
Total	451	369	86
		Percent	
Gender:			
Male	86.3	83.7	75.7
Female	13.7	16.3	24.3
Racial/ethnic group:			
White	42.6	83.2	39.9
Hispanic	50.8	14.9	49.5
Black and other	6.6	1.9	10.6
Age (years):			
Less than 20	13.4	23.8	8.3
20-24	10.6	10.1	14.0
25-34	25.0	23.9	20.3
35-44	22.2	21.1	24.1
45-54	12.4	12.9	22.7
55 and older	16.4	8.2	10.5
Median age	35	31	37
Schooling completed:[2]			
0-4 years	18.6	5.4	17.7
5-8 years	27.5	11.5	16.6
9-11 years	20.0	28.9	25.4
12 years	19.8	32.8	23.0
13 years or more	14.1	21.4	17.2
Census region:			
Northeast	6.0	9.0	4.9
South	29.5	38.8	30.2
Midwest	13.6	32.8	14.5
West	50.9	19.4	50.4
Weekly earnings:			
Less than $100	11.1	19.0	9.7
$100-$199	16.5	28.1	19.1
$200-$299	39.8	23.0	35.8
$300-$399	15.0	15.7	14.6
$400-$499	10.1	12.0	6.0
$500-$599	2.8	5.3	2.5
$600 and over	4.7	6.9	12.4
Median weekly earnings	$250	$250	$225

[1] Other establishments include agricultural services, forestry, fishing, hunting, trapping, landscape and horticultural services, and other agriculture-related establishments.

[2] Educational attainment levels, beginning January 1992, were revised to reflect degrees or diplomas received rather than years of school completed. Therefore, to be included under "12 years of education completed," a diploma, GED, or equivalent degree must have been granted

Note: Data for 1994 and later years are not directly comparable with data for 1993 and earlier years because of changes in survey design.

Source: Calculated by ERS using data from the Current Population Survey earnings microdata file.

Earnings Characteristics of Hired Farmworkers in 1996

The median weekly earnings for hired farmworkers were considerably lower than for all wage and salary workers in 1996. Hired farmworkers received median weekly earnings of $250, about 60 percent of the $415 per week received by all wage and salary workers (table 15).[8] The wage gap remained unchanged from 1994 (appendix tables 1 and 2).

Between 1990 and 1996, median weekly earnings of hired farmworkers increased 25 percent, while the median weekly earnings of all wage and salary workers increased 15 percent. After adjusting for inflation, the median weekly earnings of hired farmworkers increased 4 percent between 1990 and 1994, and remained stable to 1996; and the median weekly earnings for all wage and salary workers decreased by 4 percent from 1990 to 1996. Service workers and hired farmworkers continued to rank among the lowest-paid laborers of 13 major occupational groups, with only private household service workers earning less in 1996 for full-time work (figure 5).

In addition to differences in weekly earnings between hired farmworkers and all wage and salary workers, weekly earnings between groups differed within the hired farm workforce (table 16). On average, hired farmworkers who were male, were older, were better educated, and worked in the West had higher weekly earnings. The median hours worked per week for all groups of workers was 40, except for females (35 hours) and workers younger than 20 (20 hours) (table 16). The lower median weekly hours for females and workers under 20 at least partially explains their lower median weekly earnings.

For most wage and salary workers, their earnings are a major source of family income. People who were primarily employed as hired farmworkers had lower annual family incomes in 1996 than did all wage and salary workers (table 17).[9] Half of the hired farmworkers had family incomes of less than $20,000. In comparison, only 26 percent of all wage and salary workers had family incomes less than $20,000 and nearly 60 percent had family incomes of $30,000 and above. The lower family income of hired farmworkers reflects lower earnings from both farm and nonfarm work, as well as from other sources. The percent of hired farmworkers in each family income group did not change between 1994 and 1996.

Table 15—Weekly earnings of hired farmworkers and all wage and salary workers, 1996

Characteristic	Annual averages: Hired farmworkers	Annual averages: All wage and salary workers
	Thousands	
Total	906	112,142
	Percent	
Weekly earnings:		
Less than $100	14.2	6.2
$100-$199	17.4	10.8
$200-$299	32.6	15.6
$300-$399	15.2	14.1
$400-$499	10.5	12.5
$500-$599	3.8	9.6
$600 or more	6.3	31.2
Median earnings	$250	$415

Source: Calculated by ERS using data from the Current Population Survey earnings microdata file.

[8] Data on earnings refer to the usual earnings received from the worker's farmwork job, before deductions, and include any overtime pay or commissions.

[9] The CPS defines family income as the combined income of all family members during the last 12 months, including money from jobs; net income from businesses, farms, or rents; pensions, dividends, interest, or social security payments; and any other money income received by family members who are 15 years of age and older.

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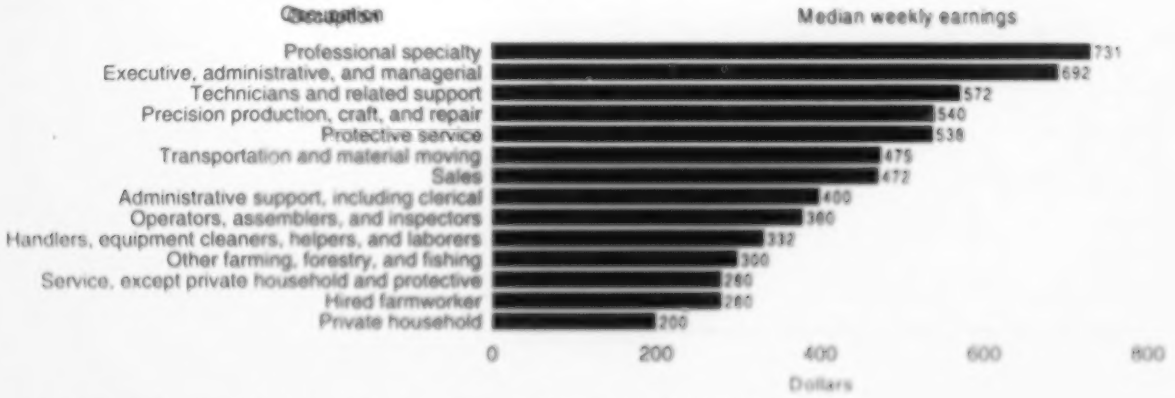
Figure 5

Median weekly earnings of full-time wage and salary workers by occupation, 1996



Source: Calculated by ERS using data from the Current Population Survey earnings microdata file.

Table 16—Median weekly earnings of hired farmworkers by demographic and employment characteristics, 1996

Characteristic	Hired farmworkers	Median weekly earnings	Characteristic	Hired farmworkers	Median weekly earnings
	Thousands	*Dollars*		*Thousands*	*Dollars*
All hired farmworkers	906	250	Schooling completed (years)[2]		
			0-4	119	250
Sex:			5-8	181	240
Male	763	250	9-11	219	200
Female	143	188	12	230	275
			13 or more	157	320
Racial/ethnic group:					
White	534	248	Industry:		
Hispanic	326	250	Crop production	451	250
Black and other	46	—[1]	Livestock production	369	250
			Other agricultural	86	225
Age: (years)					
Less than 20	155	100	Farm production region:		
20-24	96	225	Northeast	65	225
25-34	218	284	Midwest	217	225
35-44	199	260	South	280	240
45-54	123	260	West	344	260
55 and older	113	241			

[1] Dollar amounts not shown where base is less than $50,000.

[2] Educational attainment levels, beginning January 1992, were revised to reflect degrees or diplomas received rather than years of school completed. Therefore, to be included under "12 years of education completed," a diploma, GED, or equivalent degree must have been granted.

Note: Data for 1994 and later years are not directly comparable with data for 1993 and earlier because of changes to survey design.

Source: Calculated by ERS using data from the Current Population Survey earnings microdata file.

Table 17—Family income of hired farmworkers and all wage and salary workers, 1996[1]

Income	Hired farmworkers		All wage and salary workers	
	Thousands	*Percent*	*Thousands*	*Percent*
Total	906	100.0	112,142	100.0
Less than $10,000	235	25.9	16,814	15.0
$10,000 to $19,999	234	25.8	12,445	11.1
$20,000 to $29,999	158	17.4	15,860	14.1
$30,000 to $39,999	93	10.3	15,878	14.2
$40,000 to $49,999	65	7.2	12,689	11.3
$50,000 or more	121	13.4	38,456	34.3

[1] Combined income of all family members during the last 12 months. Includes money from jobs, net income from businesses, farms, or rents, pensions, dividends, interest, and social security payments, and any other money income received by family members who are 15 years of age and older.

Source: Calculated by ERS using data from the Current Population Survey earnings microdata file.

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Glossary

Employed persons: Persons 15 years of age and older who, during the survey week:
1) did any work as paid employees;
2) worked 15 hours or more as unpaid workers in a family enterprise; or
3) were not working but had jobs or businesses from which they were temporarily absent because of illness, bad weather, vacation, labor-management disputes, or personal reasons, whether they were paid for the time off or were seeking other jobs.

Hired farmworkers: Employed persons who, during the survey week, did farmwork for cash wages or salary, or did not work but had farm jobs from which they were temporarily absent. Hired farmworkers include persons who manage farms for employers on a paid basis, supervisors of farmworkers, and farm and nursery workers.

Annual average number of hired farmworkers: The average number of hired farmworkers employed per week during 1992.

Racial/ethnic group: Refers to division of the population into three mutually exclusive groups—white, Hispanic, and black and "other." "Hispanic" includes all persons who identified themselves in the enumeration process as Mexican, Mexicano, Puerto Rican, Cuban, Central or South American, or of other Hispanic origin or descent. "White" refers to white persons other than those of Hispanic origin. "Black and 'other'" includes non-white persons and other groups such as blacks, Indians, Chinese, Japanese, and others not of Hispanic origin.

Education: Refers to the highest level of school completed or the highest degree received. Beginning in January 1992, education level was revised to reflect degrees or diplomas received rather than years of school completed. Despite this change, the label used to describe education levels, "years of schooling completed," remains the same.

Full-time workers: Persons who usually work 35 hours or more per week. Persons working less than 35 hours per week are considered part-time.

Median weekly earnings: The value that divides the earnings distribution into two equal parts, one part having earnings above the median and the other part having earnings below the median. "Earnings" refers to the weekly earnings the farmworker usually earns at a farm job, before deductions, and includes overtime pay or commissions.

Industry: Hired farmworkers were classified according to the industry of the establishment where they worked:
Crop production—Establishments primarily engaged in producing crops, plants, vines, and trees (excluding forestry operations).
Livestock production—Establishments primarily engaged in the keeping, grazing, or feeding of livestock.
Other agricultural establishments—Establishments primarily engaged in agricultural services, forestry, fishing, hunting, trapping, landscape and horticultural services, and other agriculture-related establishments.

Family income: Combined income of all family members during the last 12 months. Includes money from jobs; net income from businesses, farms, or rents; pensions, dividends, interest, social security payments, and any other money income received by family members who are 15 years of age and older.

Census regions: The Census regions and their States are as follows:
Northeast—Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont.
Midwest—Indiana, Illinois, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin.
South—Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia.
West—Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

Appendix table 1—Hired farmworkers: Demographic and earnings characteristics, 1990-1996

Characteristics	Annual averages													
	1990	1991	1992	1993	1994[1]	1995	1996	1990	1991	1992	1993	1994	1995	1996
	Thousands							*Percent*						
Total	886	884	848	803	793	849	906	100	100	100	100	100	100	100
Gender:														
Male	735	728	711	680	664	718	763	82.9	82.4	83.8	84.7	83.8	84.5	84.2
Female	151	156	137	123	129	131	143	17.1	17.6	16.2	15.3	16.2	15.5	15.8
Racial/ethnic group:														
White	540	533	506	462	406	455	534	61.0	60.3	59.7	57.5	50.5	53.5	58.9
Hispanic	260	251	260	270	328	349	326	29.4	28.3	30.7	33.6	41.9	41.1	36.0
Black and other	85	100	82	71	59	45	46	9.6	11.4	9.6	8.9	7.6	5.4	5.1
Age (years):														
Less than 20	144	128	122	112	97	124	155	16.2	14.4	14.5	14.0	12.2	14.6	17.1
20-24	135	114	113	106	125	132	98	15.3	13.0	13.3	13.2	15.8	14.3	10.8
25-34	251	256	246	235	223	227	218	28.4	28.9	9.0	29.3	28.6	26.8	24.1
35-44	170	180	175	175	164	148	199	19.2	20.3	20.6	21.8	21.0	17.4	21.9
45-54	90	95	96	97	105	118	123	10.2	10.8	11.3	12.1	13.4	13.8	13.6
55 and older	95	111	96	77	78	100	113	10.7	12.6	11.3	9.6	10.0	11.8	12.5
Median age	31	32	33	32	32	32	34	—	—	—	—	—	—	—
Marital status:														
Married	472	472	454	407	464	497	510	53.3	53.4	53.5	51.8	59.5	58.5	56.3
Widowed, divorced, or separated	79	99	86	76	69	63	74	8.9	11.2	10.1	9.5	8.9	7.5	8.2
Never married	335	313	308	310	260	289	322	37.8	35.4	36.4	38.6	31.6	34.0	35.6

Cont.

Appendix table 1—Hired farmworkers: Demographic and earnings characteristics, 1990-1996 (cont.)

Characteristics	Annual averages													
	1990	1991	1992	1993	1994[1]	1995	1996	1990	1991	1992	1993	1994	1995	1996
	Thousands							*Percent*						
Education completed:[2]														
0-4 years	98	101	119	132	106	121	119	11.1	11.5	14.1	16.4	13.4	14.2	13.1
5-8 years	191	187	135	140	181	191	181	21.6	21.2	16.0	17.4	22.8	22.0	19.9
9-11 years	202	200	229	175	180	193	219	22.8	22.6	27.0	21.8	22.7	22.7	24.2
12 years	278	274	228	217	202	220	230	31.4	31.0	26.9	27.0	25.5	25.9	25.4
13 years or more	116	122	136	139	124	124	157	13.1	13.7	16.0	17.4	15.6	14.7	17.4
Weekly earnings:														
Less than $100	126	111	102	88	88	103	129	14.2	12. 6	12.0	10.9	11.1	12.2	14.2
$100-$199	251	234	259	210	191	162	158	28.4	26.5	30.5	26.2	24.1	19.0	17.4
$200-$299	295	301	261	289	269	311	295	33.4	34.0	30.8	36.0	33.9	36.6	32.6
$300-$399	118	145	127	125	146	158	138	13.4	16.4	15.0	15.6	18.5	18.6	15.2
$400-$499	46	48	47	45	58	59	95	5.2	5.4	5.5	5.6	7.3	7.0	10.5
$500-$599	23	24	28	24	22	18	34	2.4	2.7	3.3	3.0	2.8	2.1	3.8
$600 and over	27	21	24	22	18	38	57	3.0	2.4	2.8	2.7	2.3	4.5	6.3
Median earnings	$200	$210	$200	$220	$238	$240	$250	—	—	—	—	—	—	—

[1] Revised.

[2] Educational attainment levels, beginning January 1992, were revised to reflect degrees or diplomas received rather than years of school completed. Therefore, to be included under "12 years of education completed," a diploma, GED, or equivalent degree must have been granted.

Note: Data for 1994 and later years are not directly comparable with data for 1993 and earlier years because of changes in survey design.

Source: Calculated by ERS using data from the Current Population Survey earnings microdata file.

Appendix table 2—All wage and salary workers: Demographic and earnings characteristics, 1990-1996

Characteristics	Annual averages													
	1990	1991	1992	1993	1994[1]	1995	1996	1990	1991	1992	1993	1994	1995	1996
	Thousands							*Percent*						
Total	104,351	103,166	104,054	105,407	108,166	110,220	112,142	100	100	100	100	100	100	100
Gender:														
Male	55,043	54,128	54,317	54,954	56,634	57,738	58,531	52.7	52.5	52.2	52.1	52.4	52.4	52.2
Female	49,308	49,038	49,737	50,453	51,532	52,482	53,611	47.3	47.5	47.8	47.9	47.6	47.8	47.6
Racial/ethnic group:														
White	81,695	80,522	81,032	81,907	82,528	84,033	84,161	78.3	78.1	77.9	77.7	76.3	76.2	75.0
Hispanic	8,197	8,207	8,356	8,598	10,036	10,403	10,809	7.9	8.0	8.0	8.2	9.3	9.4	9.6
Black and other	14,459	14,437	14,666	14,902	15,602	15,784	17,172	13.8	13.9	14.1	14.1	14.4	14.3	15.3
Age (years):														
Less than 20	6,571	5,886	5,626	5,744	6,219	6,540	6,753	6.3	5.7	5.4	5.4	5.7	5.9	6.0
20-24	12,212	11,834	11,785	11,788	12,309	12,016	11,727	11.7	11.5	11.3	11.2	11.4	10.9	10.5
25-34	30,972	30,106	29,870	29,477	29,573	29,702	29,522	29.7	29.2	28.7	28.0	27.4	26.9	26.3
35-44	26,411	27,056	27,525	28,144	29,109	29,750	30,558	25.3	26.2	26.5	26.7	26.9	27.0	27.3
45-54	16,558	16,863	17,834	18,885	19,642	20,574	21,582	15.9	16.3	17.1	17.9	18.1	18.7	19.2
55 and older	11,628	11,421	11,414	11,367	11,314	11,638	12,000	11.1	11.1	11.0	10.8	10.5	10.6	10.7
Median age	35	36	36	36	36	37	37	—	—	—	—	—	—	—
Marital status:														
Married	60,706	60,360	60,174	61,378	62,664	63,906	64,769	58.2	58.5	58.3	58.2	57.9	58.0	57.8
Widowed, divorced, or separated	14,925	14,178	15,088	15,421	15,588	15,871	16,217	14.3	14.3	15.4	14.6	14.4	14.4	14.5
Never married	28,720	28,087	28,252	28,608	29,914	30,443	31,156	27.5	27.2	27.2	27.1	27.7	27.6	27.8
Schooling completed:[2]														
0-4 years	1,031	956	892	861	849	827	818	1.0	0.9	0.9	0.8	0.8	0.8	0.7
5-8 years	4,141	3,844	3,166	3,006	3,125	3,089	3,192	4.0	3.7	3.0	2.8	2.9	2.8	2.9
9-11 years	11,222	10,561	10,525	10,278	10,193	10,710	11,074	10.8	10.2	10.1	9.8	9.6	9.7	9.9
12 years	41,166	40,385	36,431	36,246	35,960	35,936	36,262	39.4	39.2	35.0	34.4	33.3	32.6	32.3
13 years or more	46,792	47,410	53,040	55,016	57,798	59,658	60,796	44.8	46.0	51.0	52.2	53.4	54.1	54.2

Cont.

Appendix table 2—All wage and salary workers: Demographic and earnings characteristics, 1990-1996 (cont.)

Characteristics	Annual averages													
	1990	1991	1992	1993	1994[1]	1995	1996	1990	1991	1992	1993	1994	1995	1996
	Thousands							*Percent*						
Weekly earnings:														
Less than $100	7,628	7,066	6,762	6,562	7,430	7,277	6,904	7.3	6.8	6.5	6.2	6.9	6.6	6.2
$100-$199	13,911	13,121	12,996	12,355	12,721	12,443	12,137	13.3	12.7	12.5	11.7	11.7	11.3	10.8
$200-$299	19,109	18,250	17,871	17,858	17,795	17,558	17,492	18.3	17.7	17.2	16.9	16.5	15.9	15.6
$300-$399	16,195	15,867	15,695	15,255	15,470	15,791	15,854	15.5	15.4	15.1	14.5	14.3	14.3	14.1
$400-$499	13,453	13,080	3,389	13,596	13,674	13,710	14,022	12.9	12.7	12.9	12.9	12.6	12.5	12.5
$500-$599	9,924	10,159	9,890	10,172	10,346	10,668	10,800	9.5	9.8	9.5	9.6	9.6	9.7	9.6
$600 and over	24,131	25,623	27,451	29,609	30.730	32,773	34,933	23.1	24.8	26.4	28.1	28.4	29.7	31.2
Median earnings	$360	$370	$380	$400	$400	$400	$415	—	—	—	—	—	—	—

[1] Revised.

[2] Educational attainment levels, beginning January 1992, were revised to reflect degrees or diplomas received rather than years of school completed. Therefore, to be included under "12 years of education completed," a diploma, GED, or equivalent degree must have been granted.

Note: Data for 1994 and later years are not directly comparable with data for 1993 and earlier years because of changes in survey design.

Source: Calculated by ERS using data from the Current Population Survey earnings microdata file.